

# Dossier “Gender training”

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## Scope

This dossier is linked to a wider KIT initiative to critically examine the thinking and practice of gender training and education. The initiative is coordinated by Maitrayee Mukhopadhyay, Area Leader Social Development & Gender Equity, KIT Development Policy and Practice. The dossier presents information on KIT's work and information resources in the field of gender training.



The dossier is a spin-off from '[Revisiting Gender Training - The Making and Remaking of Gender Knowledge](#)' published in March 2007 as a follow-up to the earlier '[Gender Training: The Source Book](#)' (1998).

The papers that have been published in the two gender training books can be accessed at the In-depth page of this dossier.

Both books have been published in the [Gender, Society and Development series](#) (available in print and PDF).

## In-Depth

Gender training emerged in women's organizations and non-governmental development organizations in the 1980s and, by the 1990s, had entered large development bureaucracies. Since the first half of the 1990s, a serious and critical review of gender training has not yet been undertaken. Such a review is all the more critical given recent policy and strategy directions by development agencies, mainly in the north, and their increased attention to women's leadership, empowerment and rights.

KIT develops and carries out [education and training on gender and development](#), particularly gender awareness raising, gender analysis and planning, gender mainstreaming and gender-inclusive citizenship.

As part of a wider KIT initiative to critically examine the thinking and practice of gender training and education a book with contributions and an annotated bibliography on gender training has been produced in 2007. Another activity has been the [International Conference Revisiting Studies and Training in Gender and Development: the Making and Remaking of Gender Knowledge \(14-16 May 2007\)](#). To download a PDF of the Conference Report and background information please visit the [Conference website](#).

Two books on Gender training published by KIT:

- [Gender training: the source book. \(Gender, Society & Development series no. 2\) Royal Tropical Institute \(KIT\) & Oxfam GB, 1998 ; and](#)
- [Revisiting gender training: the making and remaking of gender knowledge \(Gender, Society & Development series no. 10\) Royal Tropical Institute \(KIT\) in association with Oxfam GB, 2007.](#)

All chapters from the two books, and a summary of an online discussion on gender training that took place from August 28-September 22, 2006, can be accessed hereunder:

- [Mukhopadhyay, M., and M. Appel \(1998\) Introduction: Gender training and social transformation: an agenda for change \(Gender training: the source book\)](#)
- [Abu-Habib, Lina \(1998\) Middle and Near East. In: Gender training: the source book](#)
- [Murthy, Ranjani K. \(1998\) South Asia. In: Gender training: the source book](#)
- [Kasente, Deborah H. \(1998\) Eastern and Southern Africa. In: Gender training: the source book](#)
- [Shefer, T., and M. Friedman \(1998\) South Africa. In: Gender training: the source book](#)
- [Wong, Franz. Summary of the 'Dgroup Gender Training' discussion, 28 Aug-22 Sep, 2006](#)
- [Mukhopadhyay, M.; Wong, F. \(2007\). Introduction: Revisiting gender training](#)
- [Dasgupta, J. \(2007\) Gender training: politics or development? A perspective from India](#)
- [Ahikire, J. \(2007\) Gender training and the politics of mainstreaming in post-Beijing Uganda](#)
- [Abou-Habib, L. \(2007\) Changing the unchangeable: reflections on selected experiences in gender training in the Machreq/Maghreb region](#)
- [Vouhé, C. \(2007\) Gender and development training in the Francophone world: making up ground without repeating mistakes?](#)
- [Meer, S. \(2007\) Reframing rights for social change](#)

## KIT's Involvement

In addition to providing [gender education and training](#), KIT aims to contribute to thinking and reflecting upon the state of gender training.

A gender training guide was successfully launched in Copenhagen on June 15, 2009. Christine Hunter, Franz Wong and Maitrayee Mukhopadhyay (Royal Tropical Institute) developed this online training tool for Gendernet, a network of Danish NGOs promoting gender equality and rights through development work. The [Facilitators Guide for Gender Training](#) is a resource to support gender focal points and others who train development workers on issues of gender and equality.

In 2007 '[Revisiting gender training - the making and remaking of gender knowledge](#)' revisits the issue by critically examining the challenges faced by practitioners. Franz Wong and Maitrayee, KIT Development Policy & Practice are Guest Editors of this publication and the authors of the Introductory chapter.

The [conference 'Revisiting studies and training in gender and development' \(14-16 May 2007, Amsterdam\)](#) was organized to critically analyse gender training and understand its role in relation to other efforts to forward gender equality.

Within the context of the conference, the Dgroup Gender Training was created in August 2006 and an electronic discussion was held from August 28-September 22, 2006 to generate ideas for a publication on gender training. A summary of the electronic discussion has been included as a document at the 'In-depth page' of this dossier.

In 1998 '[Gender training: the source book](#)' was published. It reflects on experiences of gender training practitioners in South Asia, Middle East, Eastern and Southern Africa.

### Publications

- [Gender training](#)
- [Revisiting gender training - the making and remaking of gender knowledge](#)
- [Revisiting studies and training in gender and development: the making and re-making of gender knowledge](#)
- [Gender knowledge production and dissemination in development](#)
- [Mainstreaming gender or 'streaming' gender away: feminists marooned in the development business](#)

### Projects

- [Workshop Gender, Development & Participatory Governance 2004](#)
- [Global gender training](#)
- [Training in gender mainstreaming for UNESCO staff in Dakar and Paris](#)
- [Building gender synergy, mechanisms, actions, rights and training](#)
- [Gender Training UNDP](#)
- [Gender training in Somalia](#)

## Resources

Hereunder you'll find new resources on/for gender training:

- [Gender mainstreaming for health managers: a practical approach. Facilitator's guide](#)  
WHO | 2011 | 29 pp.
- [Gender mainstreaming for health managers: a practical approach. Participant notes](#)  
WHO | 2011 | 15 pp.
- [Gender Toolkit for International Finance-Watchers](#)  
GenderAction | 2009
- [A facilitators Guide for Gender Training, Gendernet \(developed by Royal Tropical Institute\), 2009](#)
- [Gender Training Community of Practice, Second Virtual Dialogue, March 23rd-April th 2009, Gender Training Methodologies, UN-INSTRAW](#)
- [The Gender and Security Sector Reform Training Resource Package](#)  
Geneva Centre for the Democratic Control of Armed Forces (DCAF) | 2009
- [Multimedia Gender Training KIT](#)  
UNESCO/IGNOU | 2005
- [Gender tools: gender checklists](#)  
Spohr H. Women in Europe for a Common Future, GENA-NET | 2004 | 8pp.

Keep informed of gender publications added to the KIT Library:

- [KIT Library's thematic RSS feeds or e-mail alerts, including Acquisitions Gender](#)

## Websites

- [Training organization: Center for Development and Population Activities \(CEDPA\)](#)
- [Training organization: Center for Asia-Pacific Women In Politics \(CAPWIP\)](#)
- [Training organization: Gender and Development for Cambodia \(GAD/C\)](#)
- [Training organization: Gender Education & Training Network \(GETNET\)](#)
- [Training organization: International Institute of Rural Reconstruction \(IIRR\)](#)
- [Training organization: International Training Centre \(ITC\), International Labour Organization \(ILO\)](#)
- [Training organization: Jagori \(India\)](#)
- [Training organization: Tanzania Gender Networking Programme \(TGNP\)|](#)
- [Training resources: Canada Nepal Gender in Organizations \(CNGO\)](#)
- [Training resources: Siyanda - Gender training courses](#)
- [Training resources: Gender training, Directory of UN resources on gender and women's issues, WomenWatch](#)
- [Training resources: Gender toolkit, Swiss Agency for Development and Cooperation \(SDC\)](#)
- [Training resources: UN Women Gender Training Community of Practice](#)

## Glossary

- [Tipsheet: Institutional and organisational change: a\) gender mainstreaming \(2002\)](#)
- [Tipsheet: Institutional and organisational change: b\) organisational change \(1998\)](#)
- [Tipsheet: Culture: a\) culture, gender equality and development cooperation \(2000\)](#)

**Gender training**

is a didactic process, providing both conceptual information and basic skills in gender analysis and gender planning. It is participatory process in which the trainer or facilitator gives the trainee the necessary information and conceptual tools for incorporating gender concerns in his or her work. A participatory approach stresses that learning is better achieved through a two-way interaction between participants and facilitators. Learning also results from the participants sharing both their professional and personal experiences, thus owning the issues and the solutions. [Source: ILO Guidelines for Organizing Gender Training, 1998]